

## Meta-analysis of high sick leave in 4 Belgian studies on wellbeing at work

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The main objective of this study was to investigate if associations between psychosocial risks at work and absenteeism were consistent within our 4 Belgian databases. Belstress I, II, III and Somstress consisted globally of 36 enterprises and 28.198 workers. A cross-sectional survey with at least 1 year prospective follow-up to register objective absenteeism data was performed on men and women working in different sectors (public/private, profit/non-profit). Analyses were conducted by using « review manager » software resulting in Odds Ratios with global effect and a heterogeneity test. Socio-demographic variables, psychosocial risks (JDC-S and ERI model) as well as bullying were considered. Low job control and low social support at work showed, particularly in the private sector, a significant global and a non-significant heterogeneity effect in relation to high sick leave. Findings will be discussed at the light of possible worksite wellbeing interventions.